

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		Case 5-CA-130509	Date filed 6/10/14
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security Police, Fire Professionals of America		b. Union Representative to Contact Mark Crawford, Vice President	
c. Address 25510 Kelly Dr. Rosedale, MI 28066		d. Tel. No. (586) 772-7250 Ex. 119	e. Cell No.
		f. Fax No.	g. e-Mail
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b)(2), subsection(s) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2 Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
Since about (b) (6), (b) (7)(C) 2014, the above-named labor organization has attempted to cause and caused Coastal International Security, Inc. to discharge (b) (6), (b) (7)(C) for reasons other than the failure to tender uniformly required initiation fees and periodic dues.			
3 Name of Employer Coastal International Security, Inc.		4a. Tel. No. (703) 339-0233	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) Washington, D.C.		6. Employer representative to contact Nick Christiansen	
7. Type of Establishment (factory, mine, wholesaler) Security	8. Principal product or service Security Service	9. Number of Workers employed 55	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: (b) (6), (b) (7)(C)		Tel. No. (b) (6), (b) (7)(C)	
(signature of representative of person making charge)		Cell No. (b) (6), (b) (7)(C)	
(b) (6), (b) (7)(C), An Individual		Fax No.	
Print/type name and title or office, if any)			
Address: (b) (6), (b) (7)(C)		Date: 6/4/14	e-Mail: (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq*. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Agency Website: www.nlr.gov
Telephone: (410)962-2822
Fax: (410)962-2198

July 11, 2014

Matt Clark, Esq.
Gregory, Moore, Jeakle and Brooks, P. C.
65 Cadillac Sq., Ste. 3727
Detroit, MI 48226-2893

Re: International Union, Security Police, Fire Professionals of America
(Coastal International Security, Inc.)
Case 05-CB-130509

Dear Mr. Clark:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/ Charles L. Posner

Charles L. Posner
Regional Director

cc: Mr. Mark Crawford
Vice President
International Union, Security, Police and
Fire Professionals of America
25510 Kelly Rd.
Roseville, MI 48066

Mr. Nick Christiansen
Coastal International Security, Inc.
1300 Pennsylvania Ave., N. W.
Washington, D. C. 20004

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		Case 05-CB-131716	Date filed 06/27/14
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security, Police and Fire Professionals of America (SPFPA)		b. Union Representative to Contact Joe McCray	
c. Address 25510 Kelly Road Roseville, MI 48066		d. Tel. No. (586)772-7250	e. Cell No. (916)501-3174
		f. Fax No. (586)772-9644	g. e-Mail jmccray@spfpa.org
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			

Since about (b) (6), (b) (7)(C) 2014, the above-named labor organization has restrained and coerced employees by refusing to process the grievance of (b) (6), (b) (7)(C) regarding (b) (6) suspension from work at the Ronald Reagan Building for arbitrary or discriminatory reasons or in bad faith.

3 Name of Employer Coastal International Security		4a. Tel. No. (703) 339-0233	4b. Cell No.
		4c. Fax No. (703) 339-7951	4d. e-Mail
5 Location of Plant involved (street, city, state, and ZIP code) Washington, DC		6. Employer representative to contact Joshua Martinez	
7 Type of Establishment (factory, mine, wholesaler) Contractor	8 Principal product or service Security Services	9 Number of Workers employed 300+	
10 Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel No	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	11d. e-Mail
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			

12. DECLARATION

I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.

B (b) (6), (b) (7)(C) (signature of representative or person making charge Kenneth Malloy)	An individual	Tel No
		Cell No. (b) (6), (b) (7)(C)
	Print/type name and title or office, if any)	Fax No
Address: (b) (6), (b) (7)(C)		Date: June 27, 2014
		e-Mail

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

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BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, SUITE 600
BALTIMORE, MD 21201

Agency Website: www.nlr.gov
Telephone: (410) 962-2822
Fax: (410) 962-2198

August 29, 2014

Matt Clark, Esq.
Gregory, Moore, Jeakle & Brooks, P.C.
65 Cadillac Square, Suite 3727
Detroit, MI 48226-2893

Re: International Union, Security, Police and
Fire Professionals of America
(SPFPA)(Coastal International Security)
Case 05-CB-131716

Dear Clark:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/ Charles L. Posner

Charles L. Posner
Regional Director

cc: Mr. Joe McCray
International Union, Security, Police and
Fire Professionals Of America (SPFPA)
25510 Kelly Road
Roseville, MI 48066

(b) (6), (b) (7)(C)

Mr. Joshua Martinez
Coastal International Security
6101 Fallard Drive
Upper Marlboro, MD 20772

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		05-CB-131999	06/30/14
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name	b. Union Representative to Contact		
United Security & Police Officers of America (USPOA)	Assane B. Faye		
c. Address	d. Tel No (732)644-0390	e. Cell No. (732)644-0390	
1501 Manchester St Toms River, NJ 08757-1330	f. Fax No. (732)408-5762	g. e-Mail assaneba@aol.com	
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
<p>Since about (b) (6), (b) (7)(C) 2014, the above-named labor organization has restrained and coerced employees by imposing internal union charges and fines against (b) (6), (b) (7)(C) because (b) (6) filed a deauthorization petition in Cases 05-UD-112058 and 05-UD-120820</p>			
3. Name of Employer	4a. Tel No. (571) 223-4561	4b. Cell No.	
MVM, Inc.	4c. Fax No. (571) 223-4474	4d. e-Mail bradshaws@mvminc.com	
5. Location of Plant involved (street, city, state, and ZIP code)	6. Employer representative to contact		
44620 Guilford Drive Suite 150 Ashburn, VA 20147	Sandra Bradshaw		
7. Type of Establishment (factory, mine, wholesaler)	8. Principal product or service	9. Number of Workers employed	
Government contractor	Security services	120	
10. Full name of party filing charge	11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No.	
(b) (6), (b) (7)(C)	11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)	
11. Address of party filing charge (street, city, state, and ZIP code)			
(b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
(b) (6), (b) (7)(C)		Tel No. (b) (6), (b) (7)(C)	
(b) (6), (b) (7)(C) Individual		Cell No.	
(b) (6), (b) (7)(C) making charge		Print/typo name and title or office, if any	
(b) (6), (b) (7)(C)		Fax No.	
(b) (6), (b) (7)(C)		Date 6/28/14	e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
REGION 5**

UNITED SECURITY AND POLICE OFFICERS
OF AMERICA ("USPOA")
(MVM, Inc.)

Case 5-CB-131999

and

(b) (6), (b) (7)(C), AN INDIVIDUAL

COMPLAINT AND NOTICE OF HEARING

This Complaint and Notice of Hearing is based on a charge filed by **(b) (6), (b) (7)(C)** **(b) (6), (b) (7)(C)** an Individual (the Charging Party). It is issued pursuant to Section 10(b) of the National Labor Relations Act (the Act), 29 U.S.C. § 151 et seq., and Section 102.15 of the Rules and Regulations of the National Labor Relations Board (the Board) and alleges that United Security and Police Officers of America ("USPOA") (Respondent) has violated the Act as described below.

1. The charge in this proceeding was filed by the Charging Party on June 30, 2014, and a copy was served on Respondent by U.S. mail on July 2, 2014.

2. (a) At all material times, MVM, Inc., herein called the Employer, a California corporation with an office and place of business in Ashburn, Virginia, has been engaged in providing security guard services to various private and governmental buildings, including the National Institute of Health (NIH) headquarters building located in Bethesda, Maryland.

(b) During the twelve-month period ending December 31, 2013, the Employer performed services valued in excess of \$50,000 in states other than the State of Maryland, including the District of Columbia.

(c) At all material times, the Employer has been an employer engaged in commerce within the meaning of Section 2(2), (6), and (7) of the Act.

3. At all material times, Respondent has been a labor organization within the meaning of Section 2(5) of the Act.

4. At all material times, (b) (6), (b) (7)(C) has held the position of USPOA (b) (6), (b) (7)(C) and has been an agent of Respondent within the meaning of Section 2(13) of the Act.

5. At all material times, by virtue of Section 9(a) of the Act, Respondent has been the exclusive collective bargaining representative of the following employees of the Employer, herein called the Unit:

All full-time and regular part-time security officers employed by the Employer at the National Institute of Health located at the various federal facilities throughout the State of Maryland, for the provision of security at said facilities, but excluding all managers, supervisors, office and/or clerical employees, temporarily assigned employees, substitute employees, and all non-security employees of the Employer.

6. (a) On (b) (6), (b) (7)(C) 2014, Respondent, by (b) (6), (b) (7)(C), by electronic written communication and certified mail, notified the Charging Party of internal union charges filed against (b) (6), (b) (7)(C) pursuant to Respondent's Constitution and By-laws and informed the Charging Party that penalties for the charges included monetary fines.

(b) On (b) (6), (b) (7)(C) 2014, Respondent held a trial before a hearing officer against the Charging Party.

(c) On (b) (6), (b) (7)(C) 2014, a Report of Findings and Recommendations was issued by the hearing officer recommending the imposition of fines against employee (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

(d) Respondent engaged in the conducted described above in paragraphs 6(a) through 6(c) because the Charging Party filed a Petition with the Regional Director to withdraw Respondent's Shop Authority on August 26, 2013, in 5-UD-112058 and on January 14, 2013, in 5-UD-120820.

7. By the conduct described above in paragraph 6, Respondent has been restraining and coercing employees in the exercise of the rights guaranteed under Section 7 of the Act in violation of Section 8(b)(1)(A) of the Act.

8. The unfair labor practices of Respondent described above affect commerce within the meaning of Section 2(6) and 2(7) of the Act.

ANSWER REQUIREMENT

Respondent is notified that, pursuant to Sections 102.20 and 102.21 of the Board's Rules and Regulations, it must file an answer to the complaint. The answer must be **received by this office on or before November 10, 2014, 2014, or postmarked on or before November 7, 2014.** Respondent should file an original and four copies of the answer with this office and serve a copy of the answer on each of the other parties.

An answer may also be filed electronically through the Agency's website. To file electronically, go to www.nlr.gov, click on **File Case Documents**, enter the NLRB Case Number, and follow the detailed instructions. The responsibility for the receipt and usability of the answer rests exclusively upon the sender. Unless notification on the Agency's website informs users that the Agency's E-Filing system is officially determined to be in technical failure because it is unable to receive documents for a continuous period of more than 2 hours after

12:00 noon (Eastern Time) on the due date for filing, a failure to timely file the answer will not be excused on the basis that the transmission could not be accomplished because the Agency's website was off-line or unavailable for some other reason. The Board's Rules and Regulations require that an answer be signed by counsel or non-attorney representative for represented parties or by the party if not represented. See Section 102.21. If the answer being filed electronically is a pdf document containing the required signature, no paper copies of the answer need to be transmitted to the Regional Office. However, if the electronic version of an answer to a complaint is not a pdf file containing the required signature, then the E-filing rules require that such answer containing the required signature continue to be submitted to the Regional Office by traditional means within three (3) business days after the date of electronic filing. Service of the answer on each of the other parties must still be accomplished by means allowed under the Board's Rules and Regulations. The answer may not be filed by facsimile transmission. If no answer is filed, or if an answer is filed untimely, the Board may find, pursuant to a Motion for Default Judgment, that the allegations in the complaint are true.

NOTICE OF HEARING

PLEASE TAKE NOTICE THAT on January 8, 2015, at 10:00 a.m., in Hearing Room 5600 East, 1099 14th Street, NW, Washington, DC, and on consecutive days thereafter until concluded, a hearing will be conducted before an administrative law judge of the National Labor Relations Board. At the hearing, Respondent and any other party to this proceeding have the right to appear and present testimony regarding the allegations in this (consolidated) complaint. The procedures to be followed at the hearing are described in the attached Form

NLRB-4668. The procedure to request a postponement of the hearing is described in the attached Form NLRB-4338.

Dated at Baltimore, Maryland this 27th day of October 2014.

(SEAL)

/s/ CHARLES L. POSNER

Charles L. Posner, Regional Director
National Labor Relations Board, Region 5
Bank of America Center -Tower II
100 South Charles Street, Suite 600
Baltimore, Maryland 21201

Attachments

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
REGION 5

UNITED STATES POLICE AND SECURITY OFFICERS	:	
OF AMERICA (USPOA) (MVM, INC.)	:	:
Respondent,	:	
	:	
(b) (6), (b) (7)(C), an Individual	:	5-CB-131999
Charging Party,	:	
	:	

ANSWER TO COMPLAINT

USPOA (“Respondent”), by and through its counsel and pursuant to Rule 102.20 of the Rules and Regulations of the National Labor Relations Board (“NLRB”), files its Answer to the NLRB’s complaint, which was served on Respondent’s counsel on or about October 28, 2014.

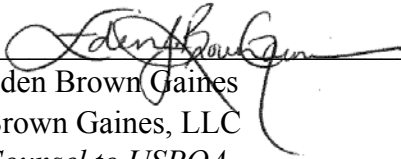
Respondent submits the following as its response to the allegations contained in the Consolidated Complaint:

1. Respondent does not have sufficient information to admit or deny.
- 2(a). Admit.
- 2(b). Respondent does not have sufficient information to admit or deny.
- 2(c). Admit.
3. Admit.
4. Admit.
5. Admit.
- 6(a). Admit in part and deny in part. Respondent issued notice of internal union charges against the Charging Party on (b) (6), (b) (7)(C) 2014. The notice made no mention of fines to be imposed.
- 6(b). Admit
- 6(c). Deny. The report did not specifically recommend any fine. Instead, the report recommended that the Charging Party be disciplined and that the Union should select among several potential penalties. The Union, of course, did not impose a fine.
- 6(d). Deny. The conduct described is not accurate as indicated above. Charges were brought against the Charging Party because the Charging Party violated the Constitution and Bylaws of Respondent.

7. Deny. Charging Party has every right to act as (b) (6) did. (b) (6) did not, however, have the right to remain a member of Respondent while at the same time acting in breach of (b) (6) fiduciary duties to Respondent as an officer and in violation of the Constitution and Bylaws of Respondent.

8. Deny. No unfair labor practice is alleged.


Respectfully submitted this 10th day of November, 2014.

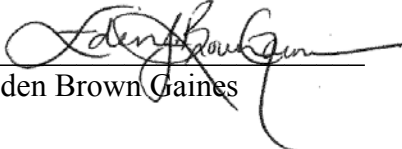

Eden Brown Gaines
Brown Gaines, LLC
Counsel to USPOA
10665 Stanhaven Place, Suite 203
White Plains, MD 20695
301-885-0069 (office)
301-542-0032 (facsimile)
egaines@browngaines.com (email)

CERTIFICATE OF SERVICE

I certify that on this 10th day of November 2014, the foregoing Answer to Complaint was served first class postage prepaid U.S. mail upon the following:

(b) (6), (b) (7)(C)

A large black rectangular redaction box covering the text of the certificate.


Eden Brown Gaines

UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
SETTLEMENT AGREEMENT

IN THE MATTER OF

United Security & Police Officers of America (USPOA) (MVM Inc.)

Case 05-CB-131999

Subject to the approval of the Regional Director for the National Labor Relations Board, the Charged Party and the Charging Party **HEREBY AGREE TO SETTLE THE ABOVE MATTER AS FOLLOWS:**

E-MAILING NOTICE - The Charged Party will email a copy of the signed Notice in English and in additional languages if the Regional Director decides that it is appropriate to do so, to all members and all employees who work at the facility located at the National Institutes of Health, Building 31, Rockville Pike, Bethesda, MD. The message of the e-mail transmitted with the Notice will state: "We are distributing the Attached Notice to Employees and Members to you pursuant to a Settlement Agreement approved by the Regional Director of Region 5 of the National Labor Relations Board in Case 05-CB-131999." The Charged Party will forward a copy of that e-mail, with all of the recipients' e-mail addresses, to the Region's Compliance Officer at joseph.shore@nlrb.gov.

POSTING AND MAILING OF NOTICE — After the Regional Director has approved this Agreement, the Regional Office will send copies of the approved Notice to the Charged Party in English and in additional languages if the Regional Director decides that it is appropriate to do so. A responsible official of the Charged Party will then sign and date those Notices and immediately post them in all places where the Charged Party normally posts notices to members. The Charged Party will also copy and mail, at its own expense, a copy of the attached Notice to all current members and former members who were members at any time since May 16, 2014. Those Notices will be signed by a responsible official of the Charged Party and show the date of mailing. The Charged Party will provide the Regional Director written confirmation of the date of mailing and a list of names and addresses of members to whom the Notices were mailed.

COMPLIANCE WITH NOTICE — The Charged Party will comply with all the terms and provisions of said Notice.

NON-ADMISSION CLAUSE — By entering into this Settlement Agreement, the Charged Party does not admit that it has violated the National Labor Relations Act.

SCOPE OF THE AGREEMENT — This Agreement settles only the allegations in the above-captioned case(s), and does not settle any other case(s) or matters. It does not prevent persons from filing charges, the General Counsel from prosecuting complaints, or the Board and the courts from finding violations with respect to matters that happened before this Agreement was approved regardless of whether General Counsel knew of those matters or could have easily found them out. The General Counsel reserves the right to use the evidence obtained in the investigation and prosecution of the above-captioned case(s) for any relevant purpose in the litigation of this or any other case(s), and a judge, the Board and the courts may make findings of fact and/or conclusions of law with respect to that evidence. By approving this Agreement the Regional Director withdraws any Complaint(s) and Notice(s) of Hearing previously issued in the above case(s), and the Charged Party withdraws any answer(s) filed in response.

PARTIES TO THE AGREEMENT — If the Charging Party fails or refuses to become a party to this Agreement and the Regional Director determines that it will promote the policies of the National Labor Relations Act, the Regional Director may approve the settlement agreement and decline to issue or reissue a Complaint in this matter. If that occurs, this Agreement shall be between the Charged Party and the undersigned Regional Director. In that case, a Charging Party may request review of the decision to approve the Agreement. If the General Counsel does not sustain the Regional Director's approval, this Agreement shall be null and void.

AUTHORIZATION TO PROVIDE COMPLIANCE INFORMATION AND NOTICES DIRECTLY TO CHARGED PARTY — Counsel for the Charged Party authorizes the Regional Office to forward the cover letter describing the general expectations and instructions to achieve compliance, a conformed settlement, original notices and a certification of posting directly to the Charged Party. If such authorization is granted, Counsel will be simultaneously served with a courtesy copy of these documents.

Yes _____
 Initials

No _____
 Initials

PERFORMANCE — Performance by the Charged Party with the terms and provisions of this Agreement shall commence immediately after the Agreement is approved by the Regional Director, or if the Charging Party does not enter into this Agreement, performance shall commence immediately upon receipt by the Charged Party of notice that no review has been requested or that the General Counsel has sustained the Regional Director.

The Charged Party agrees that in case of non-compliance with any of the terms of this Settlement Agreement by the Charged Party, and after 14 days notice from the Regional Director of the National Labor Relations Board of such non-compliance without remedy by the Charged Party, the Regional Director will reissue the complaint previously issued on October 27, 2014 in the instant case(s). Thereafter, the General Counsel may file a motion for default judgment with the Board on the allegations of the complaint. The Charged Party understands and agrees that the allegations of the aforementioned complaint will be deemed admitted and its Answer to such complaint will be considered withdrawn. The only issue that may be raised before the Board is whether the Charged Party defaulted on the terms of this Settlement Agreement. The Board may then, without necessity of trial or any other proceeding, find all allegations of the complaint to be true and make findings of fact and conclusions of law consistent with those allegations adverse to the Charged Party on all issues raised by the pleadings. The Board may then issue an order providing a full remedy for the violations found as is appropriate to remedy such violations. The parties further agree that a U.S. Court of Appeals Judgment may be entered enforcing the Board order ex parte, after service or attempted service upon Charged Party/Respondent at the last address provided to the General Counsel.

NOTIFICATION OF COMPLIANCE — Each party to this Agreement will notify the Regional Director in writing what steps the Charged Party has taken to comply with the Agreement. This notification shall be given within 5 days, and again after 60 days, from the date of the approval of this Agreement. If the Charging Party does not enter into this Agreement, initial notice shall be given within 5 days after notification from the Regional Director that the Charging Party did not request review or that the General Counsel sustained the Regional Director's approval of this agreement. No further action shall be taken in the above captioned case(s) provided that the Charged Party complies with the terms and conditions of this Settlement Agreement and Notice.

Charged Party United Security & Police Officers of America (USPOA)		Charging Party (b) (6), (b) (7)(C)	
By: Name and Title /s/ Assane Faye Executive Director	Date 1/19/14	By: Name and Title /s/ (b) (6), (b) (7)(C)	Date 1-20-15
Recommended By: /s/ Clark C. Brinker Field Attorney	Date 1/22/15	Approved By: /s/ Charles L. Posner Regional Director, Region 5	Date 1/22/15

(To be printed and posted on official Board notice form)

FEDERAL LAW GIVES YOU THE RIGHT TO:

- Form, join, or assist a union;
- Choose a representative to bargain with your employer on your behalf;
- Act together with other employees for your benefit and protection;
- Choose not to engage in any of these protected activities.

WE WILL NOT advise our members that we are filing formal charges that include the penalty of fines against them, because they filed deauthorization petitions with the Board.

WE WILL rescind any recommendation to impose fines on (b) (6), (b) (7)(C) based on (b) (6), (b) (7)(C) filing of deauthorization petitions with the Board.

WE WILL NOT in any like or related manner restrain or coerce you in the exercise of your rights under Section 7 of the Act.

**United Security & Police Officers of America
(USPOA)**

(Labor Organization)

Dated: _____ **By:** _____
(Representative) (Title)

The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. We conduct secret-ballot elections to determine whether employees want union representation and we investigate and remedy unfair labor practices by employers and unions. To find out more about your rights under the Act and how to file a charge or election petition, you may speak confidentially to any agent with the Board's Regional Office set forth below or you may call the Board's toll-free number 1-866-667-NLRB (1-866-667-6572). Hearing impaired persons may contact the Agency's TTY service at 1-866-315-NLRB. You may also obtain information from the Board's website: www.nlr.gov.

BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Telephone: (410)962-2822
Hours of Operation: 8:15 a.m. to 4:45 p.m.

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE

This notice must remain posted for 60 consecutive days from the date of posting and must not be altered, defaced or covered by any other material. Any questions concerning this notice or compliance with its provisions may be directed to the above Regional Office's Compliance Officer.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Agency Website: www.nlrb.gov
Telephone: (410)962-2822
Fax: (410)962-2198

September 18, 2015

Eden Brown Gaines, Esq.
Brown Gaines LLC
White Plains Circle
10665 Stanhaven Place Suite 203
White Plains, MD 20695

Re: United Security & Police Officers of
America (USPOA) (MVM Inc.)
Case 05-CB-131999

Dear Mrs. Brown Gaines:

The above-captioned case has been closed on compliance. Please note that the closing is conditioned upon continued observance of the informal Settlement Agreement.

Very truly yours,

/s/ Charles L. Posner

Charles L. Posner
Regional Director

cc: Mr. Assane B. Faye, Former President
United Security & Police Officers of
America (USPOA)
1501 Manchester Street
Toms River, NJ 08757

Ms. Sandra Bradshaw
MVM, Inc.
44620 Guilford Drive, Suite 150
Ashburn, VA 20147

(b) (6), (b) (7)(C)
[Redacted]

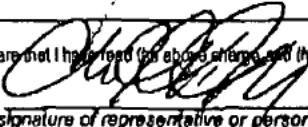
INTERNET
FORM NLRB-508
(2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE	
Case 05-CA-133172	Date Filed 07/18/2014

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name United Security & Police Officers of America (USPOA)		b. Union Representative to contact Assane Faye	
c. Address (Street, city, state, and ZIP code) 1101 Pennsylvania Avenue NW, Suite 600 Washington, DC 20004		d. Tel. No. 732-644-0390	e. Cell No.
		f. Fax No. 732-736-1286	g. e-Mail assaneba@aol.com
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) 8(b)(1)(a) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) On or about July 14, 2014, the Union issue a memorandum to the employees of MVM Inc. which states in part "As you may have heard, MVM has lost or is about to lose the contract...". The Union is well aware that MVM still has the government contract and that the contract has not even been put out to bid, so MVM neither lost the contract nor is it about to lose the contract. In fact, the Union contact MVM Inc. on July 16, 2014 to request bargaining on a new Collective Bargain Agreement. The Union is currently facing major issues with its membership which is also reflective in the memorandum, "we are going through a very fragile moment due to the discord that created a divide among us." It is clear that the Union is attempting to intimidate and interfere with the employees' right to participate or not participate in the union.			
3. Name of Employer MVM Inc.		4a. Tel. No. 571-223-4541	b. Cell No.
		c. Fax No.	d. e-Mail mchalec@mvminc.com
5. Location of plant involved (street, city, state and ZIP code) NIH Campus - 31 Center Drive, Bethesda, MD 20892		6. Employer representative to contact Christopher McHale	
7. Type of establishment (factory, mine, wholesaler, etc.) Government Contractor	8. Identify principal product or service Guards	9. Number of workers employed 423	
10. Full name of party filing charge Christopher McHale c/o MVM Inc		11a. Tel. No. 571-223-4541	b. Cell No.
		c. Fax No.	d. e-Mail mchalec@mvminc.co
11. Address of party filing charge (street, city, state and ZIP code.) 44620 Guilford Dr., Ashburn VA 20147			
12. DECLARATION I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief. By  Christopher McHale (signature of representative or person making charge) (Print type name and title or office, if any)		Tel. No. 571-22-4541	
		Cell No.	
		Fax No.	
		e-Mail mchalec@mvminc.com	
Address 44620 Guilford Dr., Ashburn VA 20147		(date) 7/16/2014	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Agency Website: www.nlr.gov
Telephone: (410)962-2822
Fax: (410)962-2198

July 25, 2014

Mr. Assane Faye
United Security & Police Officers of America (USPOA)
1101 Pennsylvania Ave., N.W., Suite 600
Washington, DC 20004

Re: United Security & Police Officers of
America USPOA (MVM Inc.)
Case 05-CB-133172

Dear Mr. Faye:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/ Charles L. Posner

CHARLES L. POSNER
Regional Director

cc: Mr. Christopher McHale
MVM Inc.
44620 Guilford Drive, Suite 150
Ashburn, VA 20147-6063

FORM NLRB-508
(11-10)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
05-CB-133552	7/25/14

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name United Security and Police Officers of America (USPOA)	b. Union Representative to contact Assane Faye, Executive Director	
c. Address (street, city, state and ZIP code) 1501 Manchester Street Toms River, NJ 08757	d. Tel. No. (732) 644-0390	e. Cell No.
	f. Fax No. (732) 408-5782	g. e-Mail assaneba@aol.com

h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1) and (2) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about the last six months, the above-named labor organization, by its officers, agents, and representatives, accepted the Employer's grant of recognition as the exclusive collective-bargaining representative of the employees at its White Oak facility at a time when the Union did not represent a majority of those employees.

3. Name of Employer Master Security Company, Inc.		4a. Tel. No. (703) 933-6012	b. Cell No.
		c. Fax No. (410) 584-8794	d. e-Mail bbattle@mastersecurity.us
5. Location of plant involved (street, city, state and ZIP code) U.S. Food and Drug Administration, 10001 New Hampshire Ave., Silver Spring, MD 20993		6. Employer representative to contact Bernard Battle, Executive Director	
7. Type of establishment (factory, mine, wholesaler, etc.) Security	8. Identify principal product or service Security Services	9. Number of workers employed 30	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11 a. Tel. No.	b. Cell No. (b) (6), (b) (7)(C)
11. Address (street, city, state and ZIP code) (b) (6), (b) (7)(C)		c. Fax No.	d. e-Mail (b) (6), (b) (7)(C)

12. DECLARATION

I declare that I have read the charge above and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

By (signature) (b) (6), (b) (7)(C)

An Individual

(title or office, if any)

(b) (6), (b) (7)(C)

Date
07/25/2014Tel. No.
(b) (6), (b) (7)(C)

Cell No.

Fax No.

e-Mail (b) (6), (b) (7)(C)

Address

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. §151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

FO: (b) (6), (b) (7)(C)

RRB 7/21/2014



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, SUITE 600
BALTIMORE, MD 21201

Agency Website: www.nlr.gov
Telephone: (410) 962-2822
Fax: (410) 962-2198

September 26, 2014

(b) (6), (b) (7)(C)

Re: United Security and Police Officers of
America (USPOA) (Master Security
Company, Inc.)
Case 05-CB-133552

Dear (b) (6), (b) (7)(C):

We have carefully investigated and considered your charge that United Security & Police Officers of America (USPOA) has violated the National Labor Relations Act.

Decision to Dismiss: Based on the investigation, I have concluded that further proceedings are not warranted and I am dismissing your charge for the following reasons:

Your charge alleges the United Security and Police Officers of America (USPOA) violated section 8(b)(1)(A) of the National Labor Relations Act by accepting Master Security Company, Inc.'s (Employer's) grant of recognition as the exclusive bargaining representative of the employees at the FDA facility at 10001 New Hampshire Avenue in Silver Spring, Maryland, at a time when the Union did not represent a majority of the employees.

The evidence shows that on March 10, 2011, a secret-ballot representation election was conducted in Case 05-RC-16628 at the FDA's facility at 10001 New Hampshire Avenue in Silver Spring, Maryland, to determine whether the full-time and regular part-time security officers employed at that location wished to be represented by USPOA as their exclusive collective-bargaining representative. After overruling objections filed by an Intervenor, on March 25, 2011, the Region certified the USPOA as the exclusive collective-bargaining representative of the officers at the FDA's facility at 10001 New Hampshire Avenue in Silver Spring, Maryland.

The evidence also shows that in July 2013, Master Security, Inc. took over the security contract for the FDA facility in Silver Spring. In so doing, it hired a majority of its employees from its predecessor, American Security Programs, and thus bargained with the USPOA. *N.L.R.B. v. Burns Intern. Sec. Services, Inc.*, 406 U.S. 272 (1972). In April 2014, Master Security and the USPOA entered into a new collective-bargaining agreement, which is effective until March 31, 2017. During the time covered herein, USPOA was not decertified.

Based on the above evidence, as USPOA remains the certified exclusive collective-bargaining representative of the employee at the FDA building at 10001 New Hampshire Avenue in Silver Spring, Maryland, I do not find that the Employer violated the Act by granting it

recognition. Accordingly, further proceedings are not warranted and I am refusing to issue complaint in this matter.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at www.nlr.gov. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax or email. To file an appeal electronically, go to the Agency's website at www.nlr.gov, click on **E-File Documents**, enter the **NLRB Case Number**, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1099 14th Street, N.W., Washington D.C. 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date: The appeal is due on **October 10, 2014**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than October 9, 2014. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before October 10, 2014**. The request may be filed electronically through the **E-File Documents** link on our website www.nlr.gov, by fax to (202) 273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after October 10, 2014, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required

by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

/s/ Charles L. Posner

Charles L. Posner
Regional Director

Enclosure

cc: Mr. Assane B. Faye, Executive Director
United Security & Police Officers of
America (USPOA)
1501 Manchester Street
Toms River, NJ 08757-1330

Mr. Bernard Battle, Executive Director
Master Security Company, Inc.
10001 New Hampshire Avenue
Silver Spring, MD 20993

Edward R. Noonan, Esq.
Eckert, Seamans, Cherin & Mellott, LLC
1717 Pennsylvania Avenue, N.W.,
Suite 1200
Washington, DC 20006-3942

INTERNET
FORM NLRB-508
(2-08)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case	Date Filed
05-CB-134240	8/5/14

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name International Union, Security, Police & Fire Professionals of America (SPFPA)	b. Union Representative to contact Joe McCray	
c. Address (Street, city, state, and ZIP code) 25510 Kelly Rd. Roseville, MI 48066	d. Tel. No. (586) 772-7250	e. Cell No.
	f. Fax No. (586) 772-9644	g. e-Mail

h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past 6 months, the above-named labor organization, by its officers, representatives, and/or agents, including its Local 280 and/or Local 288, has restrained and coerced the employees of Watkins Security Agency of DC, Inc. and Covenant Security Services, Ltd. employed at U.S. Department of Labor, 200 Constitution Ave., Washington, DC in the exercise of the rights guaranteed by Section 7 of the Act by failing and refusing to process a grievance on behalf of employee (b) (6), (b) (7)(C).

3. Name of Employer Watkins Security Agency of DC, Inc. and Covenant Security Services, Ltd.	4a. Tel. No. (202) 581-2871 (301) 771-1115 c. Fax No. (202) 581-2875 (301) 633-2577	b. Cell No.
		d. e-Mail

5. Location of plant involved (street, city, state and ZIP code) 5325 E Capitol St SE, 2nd Fl, Washington, DC 20019 400 Quadrangle Dr. Suite A, Bolingbrook, IL 60440	6. Employer representative to contact Richard Hamilton, Sr. Jim Brown, VP of HR
---	---

7. Type of establishment (factory, mine, wholesaler, etc.) security company	8. Identify principal product or service security services	9. Number of workers employed approx. 130
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10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No.	b. Cell No. (b) (6), (b) (7)(C)
	c. Fax No.	d. e-Mail (b) (6), (b) (7)(C)

11. Address of party filing charge (street, city, state and ZIP code.)
(b) (6), (b) (7)(C)

12. DECLARATION
I, (b) (6), (b) (7)(C), statements therein are true to the best of my knowledge and belief.
An Individual
g. charge) (Print type name and title or office, if any)
(b) (6), (b) (7)(C)
Address (date) 8-5-14

Tel. No.
Cell No. (b) (6), (b) (7)(C)
Fax No.
e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, SUITE 600
BALTIMORE, MD 21201

Agency Website: www.nlr.gov
Telephone: (410) 962-2822
Fax: (410) 962-2198

October 31, 2014

Gordon A. Gregory, Esq.
Gregory, Moore, Jeakle, & Brooks, P.C.
International Union, SPFPA
65 Cadillac Square, Suite 3727
Detroit, MI 48226-2893

Re: International Union, Security, Police & Fire
Professionals of America (SPFPA)
(Watkins Security Agency of DC, Inc. and
Covenant Security Services, Ltd. a Joint
Employer)
Case 05-CB-134240

Dear Mr. Gregory:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/ Charles L. Posner

Charles L. Posner
Regional Director

cc:

(b) (6), (b) (7)(C)
[Redacted]

Mr. Jim Brown, Vice President of H.R.
Covenant Security Services, Ltd.
400 Quadrangle Drive, Suite A
Bolingbrook, IL 60440

Mr. Joe McCray
International Union, Security, Police and
Fire Professionals of America (SPFPA)
25510 Kelly Road
Roseville, MI 48066

Mr. Richard Hamilton, Sr.
Watkins Security Agency of DC
5325 East Capitol Street, S.E., 2nd Floor
Washington, DC 20019

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		Case 05-CB-137189	Date filed 9/17/14
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security, Police, And Fire Professionals Of America (SPFPA) and its Amalgamated Local 287		b. Union Representative to Contact Joseph McCray	
c. Address 25510 Kelly Rd Roseville, MI 48066-4932		d. Tel. No. (916) 501-3174 f. Fax No. (586) 772-9644	e. Cell No. (202) 276-2475 g. e-Mail jmccray@spfpa.org
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b)(1)(A), subsection(s) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
Since about (b) (6), (b) (7)(C) 2014, the above-named labor organization, by its officers, agents, and representatives, has restrained and coerced employees by failing to process the grievance of (b) (6), (b) (7)(C), regarding (b) (6), rights under the Family and Medical Leave Act, for arbitrary or discriminatory reasons or in bad faith.			
3. Name of Employer Coastal International Security, Inc.		4a. Tel. No. (505) 692-6738 4c. Fax No. (505) 747-8438	4b. Cell No. 4d. e-Mail mdolan@agc-services.com
5. Location of Plant involved (street, city, state, and ZIP code) Ronald Reagan Building and International Trade Center 1300 Pennsylvania Ave NW Washington, DC 20004		6. Employer representative to contact Maureen Dolan, Labor Relations Specialist 7 Infinity Loop Española, NM 87532-6737	
7. Type of Establishment (factory, mine, wholesaler) Government Contractor	8. Principal product or service Security services	9. Number of Workers employed 300	
10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No. 11c. Fax No.	11b. Cell No. (240) 412-3633 11d. e-Mail kglover79@yahoo.com	
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: (b) (6), (b) (7)(C) rge		Tel. No. (b) (6), (b) (7)(C) Cell No. Fax No.	
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C) an Individual Print type name and title or office, if any Security Guard	
(b) (6), (b) (7)(C)		e-Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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(b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

Region 5
Bank of America Center, Tower II
100 S. Charles Street, Suite 600
Baltimore, MD 21201

Agency Website: www.nlr.gov
Telephone: (410) 962-2822
Fax: (410) 962-2198

October 6, 2014

Michael J. Akins, Esq.
Gregory, Moore, Jeakle & Brooks, P.C.
65 Cadillac Square, Suite 3727
Detroit, MI 48226

Re: International Union, Security, Police, and
Fire Professionals of America (SPFPA) and
its Amalgamated Local 287 (Coastal
International Security, Inc.)
Case 05-CB-137189

Dear Mr. Akins:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/ Charles L. Posner

Charles L. Posner
Regional Director

cc: Mr. Joseph McCray
International Union, Security, Police and
Fire Professionals of America (SPFPA)
And Its Amalgamated Local 287
25510 Kelly Road
Roseville, MI 48066-4932

Ms. Maureen Dolan
Labor Relations Specialist
Coastal International Security, Inc.
7 Infinity Loop
Española, NM 87532-6737

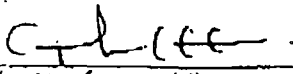
Ms. Maureen Dolan
Labor Relations Specialist
Coastal International Security, Inc.
Ronald Reagan Building and
International Trade Center
1300 Pennsylvania Avenue, N.W.
Washington, DC 20004

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		05-CB-138335	10/07/2014
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name National Association of Special Police & Security Officers (NASPSO)		b. Union Representative to Contact (b) (6), (b) (7)(C)	
c. Address 10 G Street, N.E., Suite 710 Washington, DC 20002-4288		c. Tel. No. (202) 487-3438	e. Cell No. (202) 487-3438
		f. Fax No. (202) 248-4395	g. e-Mail (b) (6), (b) (7)(C)
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
Since about (b) (6), (b) (7)(C) 2014, the above-named labor organization, by its officers, agents, and representatives, has been restraining and coercing employees in the exercise of their Section 7 rights by deducting monetary amounts from their paychecks without an explanation, without having any signed dues authorization cards or other payroll deduction documents, and without providing employees proper notice under <i>Communications Workers v. Beck</i> , 487 U.S. 735 (1988) and <i>NLRB v. General Motors</i> , 373 U.S. 735 (1963).			
3. Name of Employer Securiguard, Inc.		4a. Tel. No. (703)821-6777	4b. Cell No.
		4c. Fax No. (703)790-1696	4d. e-Mail leslie.howard@securiguardinc.com
5. Location of Plant Involved (street, city, state, and ZIP code) 6858 Old Dominion Dr., Ste 307 McLean, VA 22101-3832		6. Employer representative to contact Leslie Howard	
7. Type of Establishment (factory, mine, wholesaler) Kennedy Center in Washington, DC	8. Principal product or service Security services	9. Number of Workers employed 60	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No. None	11d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: (b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	
(Signature of party filing charge)		Print/type name and title or office, if any	
Address: (b) (6), (b) (7)(C)		Date: 10-06-14	e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
 PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
FIRST AMENDED CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		05-CB-138335	12/08/2014
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name National Association of Special Police and Security Officers		b. Union Representative to Contact Gaby L. Fraser	
c. Address 10 G Street, N.E., Suite 710, Washington, DC 20002-4288		d. Tel. No. (202)487-3438	e. Cell No. (202)487-3438
		f. Fax No. (202)248-4395	g. e-Mail fraserqaby1@aol.com
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) and (b)(2) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
<p>Within the last six months, the above-named labor organization, by its officers, agents, and representatives, has been restraining and coercing employees in the exercise of their Section 7 rights by causing the deduction of union dues and fees and retaining said fees and dues from bargaining unit employees assigned to the John F. Kennedy Center for the Performing Arts without any signed dues authorization cards or other payroll deduction documents, and by failing to provide employees proper notice under <i>Communications Workers v. Beck</i>, 487 U.S. 735 (1988) and <i>NLRB v. General Motors</i>, 373 U.S. 735 (1963).</p>			
3. Name of Employer Securiguard, Inc.		4a. Tel. No. (703)821-6777	4b. Cell No. (703)821-6777
		4c. Fax No. (703)790-1696	4d. e-Mail leslie.howard@securiguardinc.com
5. Location of Plant involved (street, city, state, and ZIP code) 6858 Old Dominion Drive, Suite 307, McLean, VA 22101-3832		6. Employer representative to contact Leslie Howard	
7. Type of Establishment (factory, mine, wholesaler) Security Services	8. Principal product or service Security Contractor		9. Number of Workers employed 70
10. Full name of party filing charge Marful Ghansah, an individual		11a. Tel. No. (703)339-6871	11b. Cell No.
		11c. Fax No.	11d. e-Mail pass1760@yahoo.com
11. Address of party filing charge (street, city, state, and ZIP code) 9782 Hagel Circle, Lorton, VA 22079			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: 		Tel. No.	
(Signature of representative or person making charge)		(703)339-6871	
Marful Ghansah, an individual		Cell No.	
Print/type name and title or office, if any			
Address: 9782 Hagel Circle, Lorton, VA 22079		Date: 12-8-14	Fax No.
			e-Mail pass1760@yahoo.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
REGION 5**

NATIONAL ASSOCIATION OF SPECIAL POLICE
AND SECURITY OFFICERS OF AMERICA
(NASPSO) (SECURIGUARD, INCORPORATED)

and

Case 5-CB-138335

MARFUL GHANSAH, AN INDIVIDUAL

COMPLAINT AND NOTICE OF HEARING

This Complaint and Notice of Hearing is based on a charge filed by Marful Ghansah, an Individual (Charging Party). It is issued pursuant to Section 10(b) of the National Labor Relations Act (the Act), 29 U.S.C. § 151 et seq., and Section 102.15 of the Board's Rules and Regulations, and alleges that National Association of Special Police and Security Officers of America (NASPSO) (Respondent) has violated the Act as described below:

1. (a) The charge in this proceeding was filed by the Charging Party on October 7, 2014, and a copy was served on Respondent by U.S. mail on the same date.

(b) The first amended charge in this proceeding was filed by the Charging Party on December 8, 2014, and a copy was served on Respondent by U.S. mail on December 9, 2014.

2. (a) At all material times, Securiguard Incorporated (Employer), a corporation with an office and place of business in McLean, Virginia, has been engaged in the business of providing contract security services to various firms and institutions, including the John F. Kennedy Center for the Performing Arts in Washington, DC.

(b) In conducting its operations annually, the Employer performs services valued in excess of \$50,000 to points located outside the District of Columbia.

(c) At all material times, the Employer has been an employer engaged in commerce within the meaning of Section 2(2), (6), and (7) of the Act.

3. At all material times, Respondent has been a labor organization within the meaning of Section 2(5) of the Act.

4. At all material times, the following individuals have held the positions set forth opposite their respective names and have been agents of Respondent within the meaning of Section 2(13) of the Act:

Linder Daniels	-	Shop Steward
Gaby Fraser	-	Director of Operations

5. (a) At all material times since October 24, 2011, Respondent has been the exclusive collective-bargaining representative of the following employees of the Employer (the Unit) pursuant to Section 9(a) of the Act:

All full-time and regular part-time armed and unarmed security guards, EMT-B, and dispatchers employed by the Employer at its location at the John F. Kennedy Center for the Performing Arts in Washington, DC; but excluding Sergeants, Lieutenants, Site Managers, Officers and Directors, Project Managers, Assistant and Alternate Project Managers, supervisors, managerial employees, confidential employees and non-guard employees.

(b) At all material times since May 1, 2012, Respondent and the Employer have maintained and enforced a collective-bargaining agreement covering the terms and conditions of employment of the Unit, including the following union-security provision:

ARTICLE 2, SECTION 1: MEMBERSHIP

- a. All employees who are members of the Union on the effective date of this Agreement, or voluntarily join hereafter, shall maintain their membership, or satisfy the financial obligations set by the Union during the term of this

Agreement as a condition of continued employment. All employees covered by this Agreement who are not members of the Union and choose not to become members of the Union shall, as a condition of continued employment, pay to the Union an agency fee as established by the Union.

- b. All employees hired after the effective date of this Agreement shall, within sixty (60) days after employment, become members or agency fee payers as a condition of continued employment for the duration of this Agreement.
- c. Upon notice from the Union, employees who fail to pay such dues or agency fees shall be given thirty (30) days' notice of removal from contract by the Employer. If any employee, within the thirty (30) day period; fails to tender the required dues or fees; the employee shall be removed from contract by the Employer.

(c) Respondent expends the monies collected pursuant to the union-security provision described above in paragraph 5(b) on activities germane to collective bargaining, contract administration, and grievance adjustment (representational activities), and on activities not germane to collective bargaining, contract administration, and grievance adjustment (nonrepresentational activities).

6. (a) Since about April 7, 2014, and continuing to date, Respondent has failed to inform Unit employees of the following information under *NLRB v. General Motors*, 373 U.S. 734 (1963) and *Communications Workers v. Beck*, 487 U.S. 735 (1988):

- (i) that they have the right to be, or to remain, a non-member;
- (ii) that they have a right as a non-member to object to paying for non-representational activities and to obtain a reduction in fees for such non-representational activities;
- (iii) that they have the right to be given sufficient information to enable them to intelligently decide whether to object; and

(iv) that they have the right as non-members to be apprised of any internal union procedures for filing objections, as described above in paragraphs 6(ii) and (iii).

(b) Since about April 7, 2014, and continuing to date, Respondent has obligated the Charging Party and other bargaining unit employees to pay dues for months they were not provided notice of their *Beck* rights.

7. At all material times since October 1, 2013, Respondent and the Union have maintained and enforced an amended collective-bargaining agreement covering the terms and conditions of employment of the Unit, including the following provision:

The Employer shall deduct such dues or agency fees each pay day from the pay of all employees covered by this Agreement. The Employer shall tender such deductions to the Union by the tenth calendar day of the following month. The Employer shall also provide, on a monthly basis, the name, the identification number and job classification of each employee and the amount of dues or agency fees deducted to date from January 1 of each year

8. Since about April 7, 2014, Respondent has required bargaining unit employees to agree to payroll deductions as the sole means of satisfying their financial obligations to Respondent.

9. At all material times since about April 24, 2014, and continuing to date, Respondent, received assistance and support from the Employer by accepting dues deducted from the pay of the Charging Party, and other similarly situated employees, notwithstanding the absence of employee authorizations for the deductions and remittance of said dues.

10. By the conduct described above in paragraphs 6 through 9, Respondent has been restraining and coercing employees in the exercise of the rights guaranteed in Section 7 of the Act in violation of Section 8(b)(1)(A) of the Act.

11. The unfair labor practices of Respondent described above affect commerce within the meaning of Section 2(6) and (7) of the Act.

REMEDY

As part of the remedy for the unfair labor practices alleged above, the General Counsel seeks an order requiring that Respondent promptly:

Reimburse bargaining unit employees for all monies deducted from their pay on or after April 7, 2014, in the absence of duly authorized dues checkoff cards.

Notify all bargaining unit employees of their right to elect non-member status and to file objections pursuant to *Communications Workers v. Beck*, 487 U.S. 735 (1988).

Make whole for any dues and fees exacted on or after April 7, 2014, for non-representational activities, in the manner set forth in *Rochester Mfg. Co.*, 323 NLRB 260 (1997), to all unit employees who, after receiving notice of their *Beck* rights, elect non-member status and file objections.

The General Counsel further seeks all other relief as may be just and proper to remedy the unfair labor practices alleged.

ANSWER REQUIREMENT

Respondent is notified that, pursuant to Sections 102.20 and 102.21 of the Board's Rules and Regulations, it must file an answer to the consolidated complaint. The answer must be **received by this office on or before April 14, 2015, or postmarked on or before April 13, 2015.** Respondent should file an original and four copies of the answer with this office and serve a copy of the answer on each of the other parties.

An answer may also be filed electronically through the Agency's website. To file electronically, go to www.nlr.gov, click on **E-File Documents**, enter the NLRB Case Number, and follow the detailed instructions. The responsibility for the receipt and usability of the answer rests exclusively upon the sender. Unless notification on the Agency's website informs users that the Agency's E-Filing system is officially determined to be in technical failure because it is unable to receive documents for a continuous period of more than 2 hours after 12:00 noon (Eastern Time) on the due date for filing, a failure to timely file the answer will not be excused on the basis that the transmission could not be accomplished because the Agency's website was off-line or unavailable for some other reason. The Board's Rules and Regulations require that an answer be signed by counsel or non-attorney representative for represented parties or by the party if not represented. See Section 102.21. If the answer being filed electronically is a pdf document containing the required signature, no paper copies of the answer need to be transmitted to the Regional Office. However, if the electronic version of an answer to a complaint is not a pdf file containing the required signature, then the E-filing rules require that such answer containing the required signature continue to be submitted to the Regional Office by traditional means within three (3) business days after the date of electronic filing. Service of the answer on each of the other parties must still be accomplished by means allowed under the Board's Rules and Regulations. The answer may not be filed by facsimile transmission. If no answer is filed, or if an answer is filed untimely, the Board may find, pursuant to a Motion for Default Judgment, that the allegations in the consolidated complaint are true.

NOTICE OF HEARING

PLEASE TAKE NOTICE THAT on June 1, 2015, at 10:00 a.m., at Hearing Room 5600 East, 1099 14th Street, NW, Washington, DC, and on consecutive days thereafter until

concluded, a hearing will be conducted before an administrative law judge of the National Labor Relations Board. At the hearing, Respondent and any other party to this proceeding have the right to appear and present testimony regarding the allegations in this consolidated complaint. The procedures to be followed at the hearing are described in the attached Form NLRB-4668. The procedure to request a postponement of the hearing is described in the attached Form NLRB-4338.

Dated at Baltimore, Maryland this 31st day of March 2015.

(SEAL)

/s/ CHARLES L. POSNER

Charles L. Posner, Regional Director
National Labor Relations Board, Region 5
Bank of America Center - Tower II
100 South Charles Street, Suite 600
Baltimore, MD 21201

Attachments



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Agency Website: www.nlrb.gov
Telephone: (410)962-2822
Fax: (410)962-2198

April 15, 2015

Ms. Gaby L. Fraser
Director of Operations
National Association of Special Police and
Security Officers
10 G Street, N.E., Suite 710
Washington, DC 20002-4288

Re: National Association of Special Police &
Security Officers (NASPO)
(Securiguard, Inc.)
Case 05-CB-138335

Dear Ms. Fraser:

The first amended charge in this case alleges violations of 8(b)(1)(A) and 8(b)(2). This is to advise that I have approved the withdrawal of the 8(b)(2) portion of the amended charge. The remaining portion of the charge alleging violations of 8(b)(1)(A) is still outstanding and is being processed further by this office.

Very truly yours,

/s/ Charles L. Posner

Charles L. Posner
Regional Director

cc: Mr. Marful Ghansah
9782 Hagel Circle
Lorton, VA 22079

Mr. Leslie Howard
USEC Service Corporation
6858 Old Dominion Drive, Suite 307
McLean, VA 22101-3832

**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
REGION 5**

NATIONAL ASSOCIATION SPECIAL POLICE
AND SECURITY OFFICERS (NASPSO)
(SECURIGUARD, INCORPORATED)

and

Case 5-CB-138335

MARFUL GHANSAHM, AN INDIVIDUAL

ANSWER TO COMPLAINT

1. Respondent admits the allegations contained in paragraphs 1(a), 1(b), 3, 4, 5(a), 5(b), 5(c) and 7 of the Complaint.
2. Respondent is without sufficient knowledge and belief to respond to paragraphs 2(a), (2b), 2(c), and demands strict proof thereof.
3. Respondent denies the allegations contained in paragraph 6(a), of that Complaint that since on or about April 7, 2014, it has failed to inform Unit employees:
 - (i) that they have the right to be, or be remain, a non-member;
 - (ii) that they have a right as a non-member to object to paying for non-representation activities and to obtain a reduction in fees for such non-representational activities;
 - (iii) that they have the right to be given sufficient information to enable them to intelligently decide whether to object; and
 - (iv) that they have the right as non-members to be apprised of any internal union procedure for filing objections, as described above in paragraphs 6(ii) and (iii) under the provisions of the agreement it and the Employer, and demands strict proof thereof.

Respondent demands strict proof thereof.

4. Respondent denies the allegations contained in paragraph 6(b) of that Complaint that it has obligated the Charging Party and other bargaining unit employees to pay dues for months they were not provided notice of their Beck Rights and demands strict proof thereof.

5. Respondent denies the allegations contained in paragraph 8 of that Complaint.

6. Respondent denies the allegations contained in paragraph 9 of that Complaint that Employer accepted dues deducted from the pay of the Charging Party, and other similarly situated employees, notwithstanding the absence of employee authorizations of the deductions and remittance of said dues and demands strict proof thereof.

7. Respondent denies the allegations contained in paragraph 10 of the Complaint that it has been restraining and coercing employees in the exercise of the rights guaranteed in Section 7 of the Act in violation of Section 8(b)(1)(A) of the Act and demands strict proof thereof.

8. Respondent denies the allegations contained in paragraph 11 of the Complaint that the Respondent's practices affect commerce within the meaning of Section 2(6) and (7) of the Act and demands strict proof thereof.

WHEREFORE, the premises considered, Respondent prays that the Agency:

1. Dismiss with prejudice the Complaint, or alternatively;
2. Enter judgment for Respondent;
3. Grant such other and further relief which to this Agency seems just and proper.

Respectfully submitted,

PERRY & ASSOCIATES



C. Evans Perry
505 Capitol Court, NE, Suite 100
Washington, DC 20002
(202)506-8122 (o), (301)560-5750 (f)
cevansperry@yahoo.com

Attorneys for Respondent

CERTIFICATE OF SERVICE

I HEREBY CERTIFY that on April 14, 2015, a copy of the foregoing Answer was mailed first class, postage prepaid to:

Mr. Marful Ghansah
9782 Hagel Circle
Lorton, VA 22079

Ms. Leslie Howard
USEC Service Corporation
Suite 307
6858 Old Dominion Drive
McLean VA 22101-3832


C. Evans Perry

**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
REGION 5**

**NATIONAL ASSOCIATION OF SPECIAL POLICE
AND SECURITY OFFICERS OF AMERICA
(NASPSO) (SECURIGUARD, INC.)**

and

Case 5-CB-138335

MARFUL GHANSAH, AN INDIVIDUAL

FORMAL SETTLEMENT STIPULATION

I. INTRODUCTION

Through this formal settlement stipulation, the parties to this proceeding, National Association of Special Police and Security Officers of America (NASPSO)(Respondent) and Marful Ghansah, (Charging Party), agree that upon approval of this stipulation by the Board, a Board Order in conformity with its terms will issue and a court judgment enforcing the Order will be entered. The parties also agree to the following:

II. JURISDICTION

1. Securiguard, Inc. (Employer), a corporation with an office and place of business in McLean, Virginia, has been engaged in the business of providing contract security services to various firms and institutions, including the Kennedy Center for the Performing Arts in Washington, D.C.

2. In conducting its operations annually, the Employer performs services valued in excess of \$50,000 in States located outside the District of Columbia.

3. At all material times, the Employer has been engaged in commerce within the meaning of Section 2(2), (6) and (7) of the Act.

III. LABOR ORGANIZATION STATUS

At all material times, Respondent has been a labor organization within the meaning of Section 2(5) of the Act.

IV. PROCEDURE

1. FILING AND RECEIPT OF CHARGES

- (a) On October 7, 2014, the Charging Party filed a charge in Case 05-CB-138335, which was served on Respondent by U.S. Mail on the same date. Respondent acknowledges receipt of the charge.
- (b) On December 8, 2014, the Charging Party filed a first amended charge in Case 05-CB-138335, which was served on Respondent by U.S. Mail on December 9, 2014. Respondent acknowledges receipt of the charge.

2. ISSUANCE OF COMPLAINT

On March 31, 2015, the Regional Director for Region 5 issued Complaint and Notice of Hearing in Case 05-CB-138335 alleging that since on or about April 7, 2014, Respondent has failed to inform bargaining unit employees of their rights under *NLRB v. General Motors*, 373 U.S. 734 (1963) and *Communications Workers v. Beck*, 487 U.S. 735 (1988); maintained and enforced an unlawful union-security clause; obligated the Charging Party and other bargaining unit employees to pay dues for months they were not provided notice of their Beck rights; required bargaining unit employees to agree to payroll deductions as the sole means of satisfying their financial obligations to Respondent; and receiving assistance and support from the Employer by accepting dues deducted from the pay of the Charging Party, and other similarly situated employees, notwithstanding the absence of employee authorizations for the deductions and remittance of said dues.

3. ANSWER

By entering into this stipulation, the parties agree that the Answer to the Complaint filed by Respondent on or about April 14, 2015, is withdrawn.

4. WAIVER

All parties waive the following: (a) filing of answer; (b) hearing; (c) administrative law judge's decisions; (d) filing of exceptions and briefs; (e) oral argument before the Board; (f) the making of findings of fact and conclusions of law by the Board; and (g) all other proceedings to which the parties may be entitled under the Act or the Board's Rules and Regulations.

5. ADMISSION

Respondent admits the allegations contained in paragraphs 1-11 of the Complaint.

6. THE RECORD

The entire record in this matter consists of the following documents: this stipulation; the charge and the amended charge; and the Complaint and Notice of Hearing. Copies of the charge, amended charge and the Complaint are attached as Exhibits A, B and C respectively.

7. ENTIRE AGREEMENT

This stipulation constitutes the entire agreement between the parties and there is no agreement of any kind, verbal or otherwise, that alters or adds to it.

8. SCOPE OF THE STIPULATION AND RESERVATION OF EVIDENCE

This stipulation settles only the allegations in the above-captioned case, and does not constitute a settlement of any other cases or matters. It does not preclude persons from filing charges, the General Counsel from prosecuting complaints or the Board and the courts from finding violations with respect to matters which precede the date of the approval of this stipulation, regardless of whether those matters are known to the General Counsel or are readily discoverable. The General Counsel reserves the right to use the evidence obtained in the investigation and prosecution of the above-captioned case for any relevant purpose in the litigation of this or any other cases, and a judge, the Board and the courts may make findings of fact and/or conclusions of law with respect to that evidence.

9. EFFECTIVE DATE

This stipulation is subject to the approval of the Board and it does not become effective until the Board has approved it. The Regional Director will file with the Board this stipulation and the documents constituting the record as described above. Once the Board has approved the stipulation, Respondent will immediately comply with the provisions of the order as set forth below.

V. ORDER

Based on this stipulation and the record as described above, and without any further notice of proceedings, the Board may immediately enter an order providing as follows:

Respondent, the National Association of Special Police & Security Officers (NASPSO), its officers, agents and representatives shall:

1. Cease and desist from

- (a) Failing to inform employees whom it seeks to obligate to pay dues and fees under a union-security clause of their right under *NLRB v. General Motors Corp.*, 373 U.S. 734 (1963), to be and remain nonmembers, and of the right of nonmembers under *Communications Workers of America v. Beck*, 487 U.S. 735 (1988), to object to paying for union activities not germane to the Respondent's duties as bargaining agent and to obtain a reduction in dues and fees for such activities.
- (b) Obligating the Charging Party and other bargaining unit employees to pay dues for months they were not provided notice of their *Beck* rights.

- (c) Requiring bargaining unit employees to agree to payroll deductions as the sole means of satisfying their financial obligations to the Respondent.
- (d) Receiving, accepting, or retaining monies withheld from wages as membership dues notwithstanding the absence of employee authorization for the deductions and remittance of said dues.
- (e) Receiving assistance and support from the Employer by accepting dues deducted from the pay of the Charging Party, and other similarly situated employees, notwithstanding the absence of employee authorizations for the deductions and remittance of said dues.
- (f) In any like or related manner restraining or coercing employees of Securiguard, Inc. in the exercise of the rights guaranteed in Section 7 of the National Labor Relations Act, as amended.

2. Take the following affirmative action to effectuate the policies of the Act:

- (a) Notify in writing all bargaining unit employees about their right (1) to be, or to remain, a nonmember and (2) of the rights of nonmembers to object to paying for union activities not germane to the Respondent's duties as bargaining agent and to obtain a reduction in fees for such activities. This notice must include sufficient information to enable employees intelligently to decide whether to object, as well as a description of any internal union procedures for filing objections.
- (b) With respect to any employees who, with reasonable promptness after receiving the notice prescribed in paragraph 2(a), elect nonmember status and file *Beck* objections, process their objections.
- (c) Reimburse with interest, any nonmember unit employees who file *Beck* objections with the Respondent for any dues and fees exacted from them for nonrepresentational activities.
- (d) Jointly and severally with Securiguard, Inc., make whole with interest the Charging Party and other similarly situated employees for all monies deducted from their wages as membership dues in the absence of employee authorization for the deductions and remittance of said dues, as listed below:

<u>Employee</u>	<u>Backpay</u>	<u>Interest</u>
Daniel Louis Booker	\$ 781.11	\$ 15.00
Emery Clayton Bryants	\$ 966.09	\$ 19.00
Hasan Jahi Carroll	\$ 781.11	\$ 15.00
Brian Edward Clark	\$ 400.95	\$ 8.00
Marful Ghansah	\$ 1,289.55	\$ 25.00
Maurice Allen Hobson	\$ 52.42	\$ 1.00

Ashley Maurice Johnson	\$ 626.85	\$ 12.00
Eric Ross	\$ 781.11	\$ 15.00
Brenda R. Smith	\$ 411.36	\$ 8.00
Darren Christopher Stroud	\$ 1,286.55	\$ 25.00
Kenneth F. Vandt	\$ 1,289.55	\$ 25.00
Kevin Lamont Whited	\$ 592.68	\$ 12.00
Charlie Andrew Williams	\$ 596.25	\$ 11.00

- (e) Compensate the Charging party and other similarly situated employees for the adverse tax consequences, if any, of receiving one or more lump-sum backpay awards, as listed in paragraph V.2.b
- (f) Within 14 days of service by the Region, Respondent shall mail copies of the attached notice marked Appendix A to all members and employees who work at the Kennedy Center for the Performing Arts facility in Washington, D.C. Copies of the notice, on forms provided by Region 5, after being signed by the Respondent's authorized representative, shall be mailed immediately upon receipt.
- (g) Within 21 days after service by the Region, file with the Regional Director a sworn certification of a responsible official on a form provided by the Region attesting to the steps that respondent has taken to comply.

VI. ENFORCEMENT ORDER

The United States Court of Appeals for any appropriate circuit may, on application by the Board, enter its judgment enforcing the Order of the Board in the form set forth above. Respondent waives all defenses to the entry of the judgment, including compliance with the Order of the Board, and any right to receive notice of the filing of an application for an entry of such judgment, provided that the judgment is in the words set forth above. However, Respondent shall be required to comply with the affirmative provisions of the Board's Order after entry of the judgment only to the extent that Respondent has not already done so.

NATIONAL ASSOCIATION OF SPECIAL
POLICE AND SECURITY OFFICERS OF
AMERICA (NASPSO)

By: /s/ Chalfrantz Perry, Esq.

Date: 06/11/2015

MARFUL GHANSAH, AN INDIVIDUAL

By: s/s Marful Ghansah

Date: 06/12/2015

Approval Recommended:

By: /s/ Katrina H. Ksander

Date: 06/17/2015

Approved By:

By: /s/ Charles L. Posner

Date: 06/22/2015

(To be printed and posted on official Board notice form)

FEDERAL LAW GIVES YOU THE RIGHT TO:

- Form, join, or assist a union;
- Choose a representative to bargain with your employer on your behalf;
- Act together with other employees for your benefit and protection;
- Choose not to engage in any of these protected activities.

WE WILL NOT fail to inform employees whom we seek to obligate to pay dues and fees under a union-security clause of their right under *NLRB v. General Motors Corp.*, 373 U.S. 734 (1963), to be and remain nonmembers, and of the right of nonmembers under *Communication Workers v. Beck*, 487 U.S. 735 (1988), to object to paying for union activities not germane to our duties as bargaining agent, and to obtain a reduction in dues and fees for such activities.

WE WILL NOT obligate Marful Ghansah and other bargaining unit employees to pay dues for months they were not provided notice of their *Beck* rights.

WE WILL NOT require bargaining unit employees to agree to payroll deductions as the sole means of satisfying their financial obligations to us.

WE WILL NOT receive, accept or retain monies withheld from wages as membership dues from employees who have not authorized the deduction and remittance of said dues.

WE WILL NOT receive assistance and support from Securiguard, Inc. by accepting dues deducted from the pay of Marful Ghansah and other similarly situated employees who have not authorized the deduction and remittance of said dues.

WE WILL notify in writing all bargaining unit employees of their right to be and remain nonmembers, and of the rights of nonmembers to object to paying for union activities not germane to the Respondent's duties as bargaining agent, and to obtain a reduction in dues and fees for such activities. This notice will include sufficient information to enable employees intelligently to decide whether to object, as well as a description of any internal union procedures for filing objections.

WE WILL jointly and severally with Securiguard, Inc., reimburse with interest Marful Ghansah and other similarly situated employees for all monies deducted from their wages as membership dues from employees who have not authorized the deduction and remittance of said dues.

WE WILL reimburse with interest any nonmember unit employee who files *Beck* objections with us for any dues and fees exacted from them for nonrepresentational activities.

WE WILL compensate Marful Ghansah, other similarly situated employees and any objecting employees for the adverse tax consequences, if any, of receiving one or more lump-sum backpay awards.

WE WILL NOT in any like or related manner restrain or coerce you in the exercise of your rights under Section 7 of the Act.

National Association of Special Police and Security Officers

(Labor Organization)

Dated: _____

By: _____
(Representative) (Title)

The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. We conduct secret-ballot elections to determine whether employees want union representation and we investigate and remedy unfair labor practices by employers and unions. To find out more about your rights under the Act and how to file a charge or election petition, you may speak confidentially to any agent with the Board's Regional Office set forth below or you may call the Board's toll-free number 1-866-667-NLRB (1-866-667-6572). Hearing impaired persons may contact the Agency's TTY service at 1-866-315-NLRB. You may also obtain information from the Board's website: www.nlr.gov.

**BANK OF AMERICA CENTER, TOWER
II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201**

**Telephone: (410)962-2822
Hours of Operation: 8:15 a.m. to 4:45 p.m.**

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE

This notice must remain posted for 60 consecutive days from the date of posting and must not be altered, defaced or covered by any other material. Any questions concerning this notice or compliance with its provisions may be directed to the above Regional Office's Compliance Officer.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Agency Website: www.nlr.gov
Telephone: (410)962-2822
Fax: (410)962-2198

May 4, 2017

Chalfrantz E. Perry, Esq.
Perry & Associates
505 Capitol Court, N.E. Suite 100
Washington, DC 20002

Re: National Association of Special Police &
Security Officers (NASPO)
(Securiguard, Inc.)
Case 05-CB-138335

Dear Mr. Perry:

The above-captioned case has been closed on compliance. Please note that the closing is conditioned upon continued observance of the Formal Settlement Agreement.

Very truly yours,

/s/ Charles L. Posner

CHARLES L. POSNER
Regional Director

cc: Gaby L. Fraser
National Association of Special Police
and Security Officers
10 G Street, N.E., Suite 710
Washington, DC 20002-4288

Marful Ghansah
9782 Hagel Circle
Lorton, VA 22079

Leslie Howard
USEC Service Corporation
6858 Old Dominion Drive, Suite 307
McLean, VA 22101-3832

OR ITS AGENTS

05-CB-140394 11/5/14

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name International Union, Security, Police and Fire Professionals of America (SPFPA)	b. Union Representative to contact David Hickey, President	
c. Address (street, city, state and ZIP code) 25510 Kelly Road Roseville, MI 48068	d. Tel. No.	e. Cell No. (586) 772-7250
	f. Fax No.	g. e-Mail

h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices):

Within the last six months, the above-named Labor Organization, by its officers, agents and representatives, has restrained and coerced employees of Paragon Systems in the exercise of the rights guaranteed by Section 7 of the Act, by failing to represent employee (b) (6), (b) (7)(C), by failing to take (b) (6), (b) (7)(C) grievance concerning (b) (6), (b) (7)(C) termination to arbitration.

3. Name of Employer Paragon Systems	4a. Tel. No. (703) 263-7176	b. Cell No.
	c. Fax No. (703) 263-9527	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 13855 Dulles Technology Drive, Suite 100 Herndon, VA 20171	6. Employer representative to contact Laura Hagan, Vice President, General Counsel	
7. Type of establishment (factory, mine, wholesaler, etc.) Government Facility	8. Identify principal product or service Security Services	9. Number of workers employed 200+
10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No.	b. Cell No. (b) (6), (b) (7)(C)
11. charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)	c. Fax No.	(b) (6), (b) (7)(C)

12. DECLARATION

I declare that I have (b) (6), (b) (7)(C) the best of my knowledge and belief.

By (signature of re (b) (6), (b) (7)(C)) An Individual (title or office, if any)

(b) (6), (b) (7)(C)

Date

Tel. No.

Cell No.

(b) (6), (b) (7)(C)

Fax No.

e-Mail (b) (6), (b) (7)(C)

Address

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT:

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. §151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Agency Website: www.nlrb.gov
Telephone: (410)962-2822
Fax: (410)962-2198

January 28, 2015

(b) (6), (b) (7)(C)

Re: International Union, Security, Police and
Fire Professionals of America (SPFPA)
(Paragon Systems)
Case 05-CB-140394

Dear (b) (6), (b) (7)(C):

We have carefully investigated and considered your charge that International Union, Security, Police and Fire Professionals of America (SPFPA) has violated the National Labor Relations Act.

Decision to Dismiss: Based on our investigation, I have concluded that further proceedings are not warranted, and I am dismissing your charge for the following reasons: the charge was filed outside the period set forth in Section 10(b) of the Act, and furthermore, there is insufficient evidence to establish a violation of the Act.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at www.nlrb.gov. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax or email. To file an appeal electronically, go to the Agency's website at www.nlrb.gov, click on **E-File Documents**, enter the **NLRB Case Number**, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1099 14th Street, N.W., Washington D.C. 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date: The appeal is due on **February 11, 2015**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than February 10, 2015. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

January 28, 2015

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before February 11, 2015**. The request may be filed electronically through the ***E-File Documents*** link on our website www.nlr.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after February 11, 2015, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

/s/ Charles L. Posner

Charles L. Posner
Regional Director

Enclosure

cc: Matthew Clark, Esq.
Gregory, Moore, Jeakle & Brooks, P.C.
65 Cadillac Square, Suite 3727
Detroit, MI 48226-2822

Laura M. Hagan, Esq.
Paragon Systems, Inc.
13655 Dulles Technology Drive,
Suite 100
Herndon, VA 20171

Mr. David L. Hickey, President
International Union, Security, Police and
Fire Professionals of America (SPFPA)
25510 Kelly Rd.
Roseville, MI 48066-4932

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		05-CB-141271	11/19/2014
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security, Police and Fire Professionals of America (SPFPA) and its Local 287		b. Union Representative to Contact Joe McCray	
c. Address 25510 Kelley Road Roseville, MI 48066		d. Tel. No. 586-772-7250	e. Cell No. 916-501-3174
		f. Fax No. 586-772-9644	g. e-Mail jmccray@spfpa.org
h. The above named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since on or about (b) (6), (b) (7)(C) 2014, and at all times thereafter, the above-named Labor Organization, by its officers, agents, a ntatives, restrained and coerced the employees of Coastal Intern the exercise of the hts guaranteed in Section 7 of the Act, by failing to represent employee (b) (6), (b) (7)(C) in grievances over suspension and termination.			
3. Name of Employer Coastal International Security 6101 Fallard Drive Upper Marlboro, MD 20771		4a. Tel. No. 703-339-0233	4b. Cell No.
		4c. Fax No. 703-339-7951	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) Ronald Reagan Building 1300 Pennsylvania Avenue NW Washington, DC 20004		6. Employer representative to contact Gail Heath	
7. Type of Establishment (factory, mine, wholesaler) Government building	8. Principal product or service Security	9. Number of Workers employed 300+0	
Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No.	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
(b) (6), (b) (7)(C) and that the statements therein are true to the best of my knowledge and belief.			
Signature (b) (6), (b) (7)(C)		(b) (6), (b) (7)(C) An Individual	Tel. No. Cell No. (b) (6), (b) (7)(C)
Address: (b) (6), (b) (7)(C)		Date: 11.17.14	e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Agency Website: www.nlrb.gov
Telephone: (410)962-2822
Fax: (410)962-2198

December 3, 2014

Mr. Joe McCray
International Union, Security, Police and
Fire Professionals of America (SPFPA),
and its Local 287
25510 Kelly Rd.
Roseville, MI 48066-4932

Re: International Union, Security, Police and
Fire Professionals of America (SPFPA) and
its Local 287 (Coastal International
Security)
Case 05-CB-141271

Dear Mr. McCray:

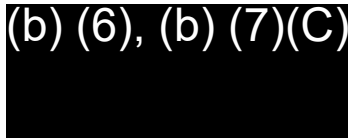
This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/ Charles L. Posner

Charles L. Posner
Regional Director

cc: (b) (6), (b) (7)(C)



Ms. Gail Heath
Coastal International Security
6101 Fallard Drive
Upper Marlboro, MD 20772